



## Oregon School Activities Association

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September 23, 2022

To: Superintendents, Principals and Athletic Directors  
From: K.T. Emerson, Assistant Executive Director  
Peter Weber, Executive Director  
Subject: OSAA Equity and Diversity – September 15 Meeting Update

The OSAA staff welcomed the committee members to the meeting and began at 1pm. Introductions of new members on the OSAA Equity and Diversity Committee took place.

The OSAA staff described the implementation of the new Interrupting and Preventing Discriminatory Acts Training. The concepts of this training were shared along with the final structure that was sent out as a required training to all coaches, athletic directors, and officials. The OSAA staff shared the feedback that has been received so far from participants and asked for feedback from the committee. The feedback received has been generally positive, and the equity and diversity committee shared the same feedback.

An updated draft the sanctioning matrix was shared with the committee. The OSAA Executive Board spent time during at their summer workshop discussing the feedback from last spring that was provided by the Equity and Diversity Committee. The committee felt there was a need to have a template, like the discussed matrix, in place to help the Association with consistency if there is a need to sanction a school. Even with the matrix being inclusive of various options based on the incident that occurs, it is helpful to have a resource to when applying possible sanctions, to ensure that desired consistency. The feedback and questions from the committee included defining a time statute of one year for when there would be the delineation between a first and second offense.

The committee discussed adding the OSAA Inclusion Committee charges to the Equity and Diversity Committee. The OSAA Inclusion Committee focuses on para-athlete access to events in both swimming and track and field, as well as access to be consider for differently abled students in sports and activities. The Equity and Diversity Committee expressed the need to focus on their current work and initiatives but are open to additional discussions as it includes other marginalized communities.

The next meeting will be scheduled for October 27, 2022.